



AmeriCorps Member Service Limitations



AmeriCorps programs are designed to give members the opportunity to serve in meaningful ways that meet critical community needs. AmeriCorps members are not employees and their service is regulated by the federal government. The limitations and restrictions placed on member service activities and the service activities of the volunteers they recruit, manage, and train should be considered throughout the application process.

These limitations and restrictions are in place to protect AmeriCorps members and to ensure that AmeriCorps programs are fulfilling the mission of AmeriCorps to improve lives, strengthen communities, and foster civic engagement through service and volunteering.

Please take the following limitations on service activities into consideration when writing your application and envisioning how a Volunteer Maryland AmeriCorps member will be serving in your site's volunteer program. The following information is an overview and a reference guide meant to help sites as they plan for a partnership with Volunteer Maryland and is not exhaustive of all regulations, please see more in the [code of federal regulations here](#). The limitations and restrictions apply to both the AmeriCorps member serving at your site and to the volunteers that they are responsible for recruiting, managing, and training. Please feel free to reach out to Volunteer Maryland with any questions.

1. **Members can only perform duties and activities outlined in their Position Descriptions. They must not displace or duplicate employees or duties assigned to other employees.**
 - Members can only perform the activities outlined in the approved member Position Description. This document is reviewed and approved by the site and Volunteer Maryland after a site's application is approved. It is based on the volunteer program activities and goals outlined in the site application.
 - AmeriCorps members are a short term resource and are not intended to replace staffing needs. The partnership is intended to make meaningful and sustainable change to the volunteer program of a Service Site. The member's goal for the service year is to leave the volunteer program better than they found it and that the systems and changes implemented will continue on after the member leaves.
 - Member activities and duties cannot displace employees or prevent employees from receiving promotions.
 - Members must follow the duties and activities outlined in their approved position descriptions and cannot perform duties assigned to other employees. This includes the duties of current employees as well as employees on leave or employees who leave the organization.
2. **The volunteers that members recruit and manage must perform direct services to the community.**
 - Volunteers recruited, managed, and trained by the AmeriCorps member must provide direct service to the people, communities, or environment served by the Service Site. Examples are tutoring, mentoring, financial coaching, invasive species removal, etc. In short, member and volunteer activities cannot be solely intended to support the administration or operations of the organization.
 - Simply providing information about services in the form of pamphlets, handouts, social

media posts, etc. do not constitute direct service for a Volunteer Maryland partnership.

- Additionally, the main activity of members or the volunteers that members recruit cannot be simply referring individuals to federally funded assistance programs (this includes state assistance programs funded in part by the federal government). [42 USC § 12634(d)]

3. Fundraising is a Limited Activity for members and the volunteers they recruit and manage.

[\[45 CFR §§ 2520.40 -.45\]](#)

- Fundraising includes soliciting donations, holding fundraising events, and writing grants.
- **Members cannot fundraise or recruit volunteer to fundraise for capital campaigns, general operating funds, funds to support AmeriCorps member living stipends.**
 - They cannot write a grant application to AmeriCorps / The Corporation for National and Community Service or to any federal government agency.
- **Members can spend a limited amount of time fundraising or recruiting volunteers to fundraise in support of the volunteer program, volunteer projects, or programming with volunteers and clients.**
 - They can spend up to ten percent of their time (approximately 170 hours for a member who completes their service) on these efforts. Allowable fundraising activities include seeking donations of books for a tutoring program, writing a grant proposal to secure resources to support volunteer training, or securing supplies to help build homes for low-income individuals.

4. These are Prohibited Activities for members and the volunteers they coordinate.

- This is just an overview, please review the [full list of Prohibited Activities](#). Members cannot participate in the following activities while accruing service hours or representing themselves as an AmeriCorps member. They also cannot recruit, train, or manage volunteers to participate in these activities. Members can participate in these activities on their own time as private citizens (they may not wear the AmeriCorps logo while doing so).
 - Political advocacy or attempting to influence legislation.
 - Protests, petitions, boycotts or strikes.
 - Assisting promoting, or deterring union organizing.
 - Religious or Worship Activities: Engaging in religious instruction or conducting worship services, constructing or operating facilities devoted to religious instruction or worship. Any programming or activities that include a mandatory religious instruction component.
 - Directly benefiting a for-profit business, labor union, or partisan political organization.
 - Conducting a voter registration drive.
 - Providing abortion services or referrals for abortion services.